Points of Dispute

I. "Is the management justified in terminating the services of Sri V. C. Ramananda, with effect from 26th October 1976 ?

II. If not, to what relief the said workman is entitled ?"

By Order and in the name of the Governor of Karnataka,

J. PILLAPPA,
Desk Officer, Lab 'A'
Social Welfare and Labour Department.

1342—S.O. 1590

Order No. SWL 290 LLD 79
Bangalore, dated 25/28th May 1979.

Whereas the Government of Karnataka are of opinion that an Industrial Dispute exists between the workmen and the management of the South Canara District Central Co-operative Bank Ltd., Mangalore, on the points noted below :

Now, therefore in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act No. 14 of 1947) the Government of Karnataka hereby refer the said dispute for adjudication to the Industrial Tribunal at Bangalore

Points of dispute

I Whether the workmen justified in claiming the demands mentioned in the Annexure to this Order ?

II. If not, to what relief the said workmen are entitled ?

By Order and in the name of the Governor of Karnataka,

J. PILLAPPA,
Desk Officer, Labour 'A' Section
S. W. & Labour Department.

1178—S. O. 1591

ANNEXURE TO ORDER No. SWL 290 LLD 79. DATED 25TH MAY 1979
CHARTER OF DEMANDS

Sl. No.	Name of the Posts	Pay Scales Demanded	
1.	Secretary	Rs. 1300-75-19 0-100 2200	(11 years)
2.	Deputy Secretaries	900 50-1000-60-1300-75-1900	(15 ,,)
3.	Superintendents	750-50-1000-60-1300 75-1675	(15 ,,)
4.	Senior Branch Managers/Senior Branch/Bank Inspectors	660 30-750-50-1000-60-1300-75-1450	(15 ,,)
5.	Junior Branch Managers/ Junior Bank Inspectors	600-30-750-50-1000-60-1300	(15 ,,)
6.	Typists/Asst. Cashier	500-25-600-30-750-50-1000-60 1300	(18 ,,)
7.	Senior Supervisors	500-25-600 30-750-50-1000 60-1240	(18 ,,)
8.	Junior Supervisors	460-20-500-25-600-30-750-50-1000 60-1120	(18 ,,)
9.	Steno Typist	500 25 600-30-750-50-1000-60 1240	(18 ,,)
10.	Drivers	400-20-500-25-600-30-750-50-900	(17 ,,)
11.	Attenders	300-15-360-20-440-25-540-30-840	(22 ,,)

(2) Other Allowances :—

H.R.A.....10% of the Pay of the employee with a minimum of Rs. 50

Travelling Allowances :—

As per the T.A. Rules separately enclosed.

Cashier's Risk Allowance ... ... Rs. 30 p.m.

Sl. No.	Name of the Posts	Pay Scale Demanded	
	Typist Allowance	...	Rs. 30 p.m.
	Drivers Allowance	...	Rs. 30 p.m.
	Clearing allowance	...	Rs. 30 p.m.
	Cycle Allowance to Attenders	...	Rs. 15 p.m.
	Washing Allowance	...	Rs. 15 p.m.
	Medical Allowance	...	Rs. 300 p. a., payable half yearly at Rs. 150
	Leave fare concessions	Once in 3 years to the employee and each member of his family upto 2400 Kms at Rs. 0.12 Ps per KM per road journey or admissible railway fare to the class the employee entitled.	
	Surrender Leave Concession	One month's salary for every 2 years, subject to the earned leave at credit for more than 60 days.	
	Graduation increments	If while in service any employee attains Graduation Post Graduation/Law Degree (LL.B.) of any recognised University, such employee is eligible to draw 2 increments in his own grade.	
	CAIIB Passing increments	(a) One increment for passing Part-I of CAIIB (b) Two increments for passing Part-II of CAIIB	
	Stagnation increment	Stagnat on increment where the employee reaches maximum in the revised scale as a result of this revision of pay scales to be given at one increment on the revised scale subject to the maximum of 3 yearly such annual increments.	

All other allowance/s at the rates as and when sanctioned by the State Government to its employees should be extended to the employees of the Bank.

(3) Other facilities :—

(1) Loan for construction of dwelling house ;—	Upto a maximum of Rs. 50,000 to be disbursed free of interest as per rules framed by the Board of Directors of the Bank,
(2) Loans for the purchase of vehicle/s	Upto Rs. 6,000 repayable in 100 monthly instalments at Rs. 60 p. m., at free of interest.
(3) Loans for the purchase of cycle/s	Upto Rs. 480 repayable in 32 monthly instalments at Rs. 15 p. m., free of interest.
(4) Loans from the employees Benefit Fund ...	Upto Rs. 1,200 or two months' salary whichever more is subject to the mlinimum of Rs. 400 repayable in 30 monthly instalments at free of interest.

(5) Revised pay scales to be made applicable from 1st January 1977.

(6) The Pay scales of employees should be fixed as per Government Order No. FD 132 SRP (3) '76, Bangalore, dated 20th December 1976 clause No. (8).

(7) This revised pay scales and other allowances shall be in force only for a period of 3 years ending with 31st December 1979. Revision shall be made thereafter effect of which shall be from 1st January 1980.

(8) *Weightages* :—

Weightages of increment/s according to period of service rendered as noted below:

(1) for a service upto 7 years	One increament in the revised Scale.
(2) for a service above 7 years and upto 15 years	Two increments in the revised Scale.
(3) for a service above 15 years	Three increments in the revised Scale.

(9) Appointments to the higher grade should be made only by promotion strictly on the seniority basis.

(10) Promotion to the attenders who are having the minimum required educational qualification be promoted to the higher cadres by sending such attenders for undergoing co-operative training at the Bank's cost.

(11) Deputation of Bank Employees to other affiliated institutions shall be done with prior consent of the such employee only. And in such cases deputation allowance at the rate of 20% of the salary of the employee.

(12) Before taking any decision in future pertaining to the pay scale, other allowances, facilities and benefits, to us, our union should be consulted and views expressed by us through the union required to be considered.

J. PILLAPPA

Desk officer,
S.W. Labour Deptt,
(Labour 'A' Section).

TRAVELLING ALLOWANCE

T.A. rules framed and approved by the Bank in the B. M. R. No. 17/20th October 1957 with the following modifications to be adopted and given to us in lieu the existing K.C.S. Rules.

Rule No, 5 :—This requires to be recast and read as follows :—

Sl. No.	Class of Employees	Daily Allowance		Road Milage	Railway Accommodation
		Within the Dist.	Outside the Dist.		
		Rs.	Rs.	Rs.	
1	Employees whose pay is Rs. 1200 or more.	20	30	0.75	I Class
2	Employees whose pay is Rs. 1000 and more but below Rs. 1200.	15	20	0.50	,,
3	Employees whose pay is Rs. 800 and more but below Rs. 1000.	12.50		0.40	II Class
4	Employees whose pay is pay Rs. 300 and more but below Rs. 800.	10			

On emergent cases, travelling by Air will be permitted.

The employees travelling in the Bank's Vehicle including the Drivers are eligible only for the daily allowance at the above rates.

Rule No. 19.—

Requires to be recast and read as follows.—

The outdoor staff of the Bank's establishment shall be granted a fixed monthly travelling allowance at a rate to be determined by the Board for journeys within their jurisdiction in lieu of all other travelling allowances.

For the present, Fixed monthly travelling allowances to the following class of employees be fixed as follows :—

(i)	Senior Bank Inspectors	Rs. 200	PM.
(ii)	Junior Bank Inspectors	Rs. 180	PM.
(iii)	Senior & Junior Supervisors	Rs. 160	PM.

Above the ranks of the Senior Inspectors be given mileage travelling allowance and also to those Inspectors irrespective of ranks who are having more than 2 taluks jurisdiction.

J. PILLAPPA,

Desk Officer, Labour 'A' Section
S. W. & Labour Department

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